

A LEADERSHIP STYLE AND ITS IMPACT ON REDUCING THE PHENOMENON OF EXPATRIATE CAREER - A SURVEY OF THE VIEWS OF A GROUP OF EMPLOYEES OF THE DIRECTORATE OF AGRICULTURE NINEVEH

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ABSTRACT

The current research aims to identify the leadership style in the Nineveh Agriculture Directorate. The research is based on a basic assumption that leadership style (ie, persuasive, participatory, and authoritarian) have a role in reducing the phenomenon of functional alienation in the organization. In order to achieve its objectives, a hypothesis was drawn up showing the relationship between the variables of the research. It used measurements for the collection and analysis of data. It used a number of statistical methods to validate the research hypotheses such as the arithmetic mean, standard deviation and simple correlation coefficient using the statistical program SPSS. The results of the research came in line with most of its hypotheses. A number of recommendations were formulated, most important of which are the need to strengthen and adopt the administrative leadership of the democratic model (participant) in the organization in all its aspects, especially the need to publish, broadcast and increase the interest of management and employees in the intellectual framework and exploratory methods of leadership patterns to reduce the phenomenon of alienation.

KEYWORDS: Leadership & Style

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INTRODUCTION

The leadership styles are central to the work of any organization, whether public or private, and have a significant impact on the development of its employees. The concept of patterns has attracted the attention of many researchers in administrative sciences to the great role it plays and in the phenomenon of functional alienation. The negative impact on the performance of organizations, regardless of the nature of the organization's activity, and after the visit of many organizations shows the existence of a major relationship between the feeling of expatriate workers and the leaders of these organizations. Hence the idea of research to show the role and impact of these patterns in the expatriate limitation in the field of important and vital in the community (Directorate of Agriculture Nineveh).

Research Problem

It is known that organizations vary in performance to excellence until they become distinct organizations in their performance. Consequently, the present research aims at addressing a problem with two theoretical and the other dimensions where the problem was characterized by the following question: Is there a relationship between the patterns of administrative leadership and expatriate employment with its employees. In order to identify the

problems of the current research systematically, the researcher preferred to formulate them in the form of agency questions:

- What is the reality of the leadership style of the organization being investigated?
- What is the correlation and impact relationships between the leadership style and the functional expatriation of their employees?
- How varied are the leadership style of expatriate employees in the organization in question?

Research Objectives

- Identify the nature of leadership style in the organization.
- Determine the nature and level of the correlation and impact relationships between the leadership patterns and the functional expatriation of the employees of the organization in question.

Theoretical Framework

Leadership Style

Leadership is one of the most important subjects in administrative thought. The practical evidence is the existence of such a large number of studies, amounting to nearly a thousand studies, as well as to many models and theories that have been presented, through the last hundred years to interpret the behavior of the leader. Nevertheless, the concept of leadership is still one of the most widely held concepts of disagreement over a definition or agreement on a specific concept [1]. Before beginning to explain leadership patterns, an explanation must be made, both on the understanding of what is meant by the concept of leadership style.

The Concept of Style [2]

Describes language as a coherent and systematic approach involving one's work, ideas, tendencies, and tendencies so that it can be used as a basis for predictive predictions and analyzes of a person's behaviour and the possibilities in which this behavior can be directed, The young man is able to take a certain style in his leadership style as a result of his experience, so his style can be seen as his behavior as seen by others who work with him.

The Concept of Leadership

Leadership can be defined from several directions as seen by researchers from multiple angles. Some of them [3] focus on leadership through 'influence' as the ability to influence individuals to achieve what is required of them through the process of persuasion 'cast down, then Leadership, therefore, is the outcome of the interaction between the attributes of the leader and the followers and the characteristics of the task. If, however, leadership is viewed in terms of 'attributes', it is a combination of traits that enables the individual to follow others to follow the required directions to achieve the goal, [4] defined it as 'the process through which the behaviour of individuals and groups is influenced in order to motivate them to act with a clear desire to achieve specific goals. Another believes that it is the ability of one person to influence others in a manner that makes them willingly accept his leadership, without legal obligation,[5] cited leadership as the process of influencing the activities of an individual or group for the purpose of achieving a particular objective under specific circumstances. Recent concepts emphasize a fundamental point of leadership, vision and vision. In this light, leadership is the ability to influence the behaviour of members of the group, coordinate their efforts, and guide them to reach the desired

The Concept of Leadership Style

There have been many studies on the classification and identification of leadership styles that have reached multiple classifications and a variety of views of these patterns, which vary according to the criteria by which they are categorized. Among these is the classification of leaders in terms of their choice of leaders from a source[5]. There are other views on patterns of leadership in terms of leadership motivation (positive leadership, negative leadership) [6]. According to the centrality of power (centralization of power and decentralized leadership) [7] refers to the pattern as a set of behaviours and practices carried out by the leader in the institution or organization in which he operates, whether cultural, Political. As for [8] finds that leadership patterns are the habits and practices of a leader in his leadership by focusing on work or human relations or both with a high or medium degree or a low focus on work and human relations.

Hence the researcher concludes that the leadership style is' the style of the leader and his behaviour and his way of influencing the working individuals that drive them to achieve the objectives of their organization in which they work.

Models of Leadership Styles Studies and Research

In the field of management were defined by describing the behaviour of the leader, i.e, identification. His leadership style has been studied in three stages. The first stage is the stage of attention to the characteristics of leadership or personal characteristics of the leader and determine the style of leadership, and emerged during some theories such as the theory of the great man and the theory of personality.

Second stage is giving attention to leader stage where many studies have used that the study of [9] and the study of [10] and Mouton on the administrative network in [11].

Third, stage the stage of attention to the nature of the situation in which the leader and the impact on the style of his leadership. The theory of the path and the objective in [5], and the theory of [7].

Table 1: Models of Leadership Styles

Heresy & Blanchard	Alsalem	Yuk	ALanzi	Akhadhra	Maher	Shaqbona	ALkahtani	Alkubaisi	Aljumaily
Informational News Co-authoritative	The Hierarchical and authoritarian hierarchy. Just Ruler Successful management	Equivalent Reference	Co-facilitator	Democratic autocracy of anarchism	The mode rate social puller is the ideal helper	Free democratic authoritarian free-floating line	Jailed co performed support	Preferred Social Swing	Democratic autocrat co-transformative strategic free

From the above, it can be said that the patterns of leadership that emerge as clear signs in the personality of the leader, and it is not necessary that the leader is committed to the pattern and one of the other may oscillate between several patterns, it is necessary to say that if the leadership personality consists of two basic elements. One acquired as personal qualities of the leader himself and the other through education, such as study and practical experience and experience living friction with others.

The study of leadership patterns may not be more than a mirror reflective can be seen by the same administrative leader where can be and what are the paths followed by him in the administrative process and leadership may be these theories and leadership patterns are a form of analysis. The leader adopts them to analyze his personality or can help him to adjust his course or enable him to follow the most effective methods and ensure the management of the organization. Here, it can be said that what one learns in his or her personal experiences, education or otherwise will undoubtedly be useful in

the management of his business but if one loses one's personal gain (self-confidence, personal strength, honesty, trust, etc.), one cannot learn with experience and experience if it is not available in his or her personality. For the purpose of this research, a model [12] will be adopted. One of the models that helps guide leaders to choose the best leadership style that helps meet the needs and skills of employees.

- News type is the most appropriate leadership style for subordinates at the beginning of their working life, that is, when they are in the first stage, that is, a little mature in terms of their knowledge of the organization system or the nature of work, so subordinates at this stage are unable and unwilling to assume officials, which can be entrusted to them, and therefore the role of the commander to provide subordinates with the knowledge and information necessary to develop their skills and knowledge, therefore, the leader in this pattern is unique decision-making and informs subordinates.
- Synthetic style is the most appropriate leadership style for subordinates who still need to develop their skills despite the possession of them, but they still need to strengthen their confidence in themselves and their willingness to work, and thus becomes the leader at this stage to develop ties of belonging to the organization by taking into account the conditions of subordinates with the need to focus on the psychological aspect to develop their self-confidence through training them to work.
- Co-style is the most appropriate leadership style for subordinates with a good level of skills and are good feelings towards their organization, but they are still not ready to accomplish the tasks required and work strictly to implement them, and here is the leader sought to strengthen the psychological side. For the equalization of the practical aspect of their qualification for leadership work, through the resurrection by direct supervision of some work that needs precision in delivery as well as by focusing on meeting their needs and providing the appropriate atmosphere for work and involve them in meetings and decision-making processes and resolve conflicts.
- Modeling is the most appropriate leadership style for high-skilled subordinates who have achieved a high level of career maturity and are familiar with the skills that enable them to participate in decision-making, problem solving and collaboration as a team with others that have the ability to negotiate with others, so the role of the leader in this pattern is to employ the subordinates' abilities to lead the teamwork by giving them more authority, authority and opportunities to make decisions

Expatriate Employment

This course aims at presenting the concept of expatriate employment and identifying its dimensions by reviewing the most important references related to this, and clarifying the stages in which the working individual goes through his organizational and expatriate emigration. First, the concept of career alienation is motivated by human motives. Is different from one person to another and from one society to another, because you follow the nature of its owner and the society and the rules and institutions and the rule of the rule of the values and knowledge, when the weakening of belonging and flawed, this indicates the presence of alienation as the negative counterpart of belonging and the significance of identity, alienation refers to the lack of relations, especially when these relationships are expected, a situation in which people and attitudes common to strange ways, and from another angle has known alienation as a composite phenomenon and human nature vary strength and weakness of subjective and subjective positions represent the Excessive pressures and environmental requirements that result in a lack of sense of identity and a relative inability to achieve goals and decision-

making, as well as loss of sense or lack of awareness of the relative and mental stress is in varying forms from person to person at different level of cultural and cognitive, religious depth, psychological construction, degree of stress and psychological factors. The alienation was defined as the feeling of the individual isolation and lack of belonging, loss and rejection of values and social norms and suffering from psychological pressures and the vulnerability of personal unity of weakness and collapse of the impact of operations as perceptions of the individual or his perceptions or knowledge of alienation as expressed by the total scores. Responding to the measure of alienation beliefs by excluding it, which includes beliefs about politics, religion, society, economy, and cultural identity. As [13] defined it as the relative separation of a person from some of his work and his belongings, [14] explained that a person was separated from his job due to poor social interaction.

THE STAGES OF CAREER ALIENATION IN INDIVIDUALS AND ITS DIMENSIONS

They are the stages of career alienation in [11]

The Stage of Preparation for Alienation

- Failure to find meaning and purpose of life meaningless nothing in this world can help man to survive even in the worst conditions such as. Knowing that there is a meaning and purpose for his life. The lack of meaning or loss of purpose or meaning indicates the separation between the molecule and the kidney, when a man finds that his individual actions have no clear relationship with the activities of life [10]
- The transformation of the self into something (deception) that alienation is a phenomenon The essence of separation and loss that may expose man to vomit and this means denying man by the thing. That is to say that man shows things a trust they do not show to some of them as people and false value prevails in the values of deceit, deception and destruction and become things in themselves rather than as a tool to facilitate security.
- Feeling helplessness and loss of confidence talk about the existence of an intimate relationship between the cave and alienation and this relationship returned to the sense of human hopelessness from the beginning of civilization and to this day primitive man driven by fear and helplessness and filled. And filled with horror of nature tried to do something for himself that prevents him from feeling safe and remove the feeling of unbearable fear and helplessness.
- Feeling despair is one of the problems of contemporary society, which requires people to live in conditions radically different from what was prevalent.

Stage of Rejection and Cultural Alienation

- Stage of rejection and cultural alienation at this stage alienation is seen as an experience of suffering from dissatisfaction, leaving the contradiction between what is actual and what is ideal in the sense that the expatriate is dissatisfied and thus opposed to prevailing interests, themes, values, standards and It is psychological manifestations that can appear at this stage of feelings of anxiety and anger and whether the modern man as manifestations of alienation.

Stage of Feeling Alienation

This phase is accompanied by a set of symptoms is

- Withdrawal and shows this through social isolation.
- Activity appears revolution and rebellion.
- Grievance and shows through the reconciliation and submission and proverbs. The dimensions of alienation are the dimensions of the functional alienation as follows:
- Loss of the sense of belonging that the fact of belonging is evident by the sense of being a part of the group to which he belongs to religion, race or race and become united with them.
- Non-compliance with standards of loss of compliance with standards does not mean the state of lack of standards in society and does not mean the lack of awareness of individuals in it is a situation in which individuals do not abide by the standards and value of society and seeks to achieve its objectives by legitimate or illegal means to satisfy his ambitions.
- Impotence Lack of access to the results sought by the individual based on his inability to control himself or influence others in the social situations that interact with them.
- Lack of sense of value and a sense of value and importance for himself and the things he owns.
- Loss of the goal of the lack of clarity of the individual's goals and inability to set goals for his life and not know the purpose of his existence.
- Loss of meaning The inability of the individual to understand the various aspects related to him does not realize the meaning of his life and the need for his existence and find nothing to live for him feel bored and Lack of desire for life.
- The centrality of self-interest of the individual itself and make it the focus of his thinking and exaggeration in the interest of his interests without regard to the interests of others with the lack of interest or participation in their interest or think about their problems.

Field Framework

Description of the Organization Surveyed About the Directorate of Agriculture Nineveh Established Directorate of Agriculture Nineveh in 1958 on behalf of the Directorate of Agrarian Reform in the province of Nineveh In 1979 was renamed the presidency of the agricultural organization on behalf of the General Authority for Agriculture and Agrarian Reform, in 1987, the Ministry of Irrigation was connected and the name became the Nineveh Agriculture and Irrigation Branch. In 1993, the Ministries of Agriculture and Irrigation were disbanded and the Department became the Directorate of Nineveh Agriculture. In order to meet the characteristics of this organization, the most important characteristics will be presented in table 2.

Table 2: Most Important Characteristics

Features Org.	Foundation Year	No. of Departement	No. of Central Units	No. of Units in Cities
	1958	13	4	27

The researcher's attempt to address the issue of leadership styles and their role in reducing the phenomenon of expatriate career. A sample of the heads of departments and officials of the divisions associated with the director was directly involved. 18 questionnaires were distributed to research subjects (100), personal interviews were approved, and Table (3) shows the description of the individuals interviewed for whom the questionnaire was distributed

Table 3: Description of the Individuals

Gender									
Male				Female					
No		%		No		%			
16		89		2		11			
Academic Achievement									
Ph. D		Master		Bachelor		Diploma		Secondary	
No	%	No	%	No	%	No	%	No	%
-	-	-	-	12	67	3	17	3	16
Service Years									
5-10		11-16		17-22		And More 23			
No	%	No	%	No	%	No	%		
4	22	7	39	3	17	4	22		
Specialization									
Low		Engineering		Administration		Technical			
No	%	No	%	No	%	No	%		
1	6	9	50	4	22	4	22		

The data show that describe sex that most respondent individuals are adult males percentage (89) for the small number of females (11). As for academic achievement data indicate that obtaining certification Prep (16) soaring diploma holders (16) and the ratio (66) of Bachelor which formed the vast majority of individuals demonstrating their ability to answer objectively tool Research, which is clearly lacking organization to individuals holding advanced degrees, not because I encourage the Organization to employees but to lack ambitious individuals to obtain postgraduate degrees exclusively because of the country's circumstances. As for individual years of service respondents, that has a service (11-16) was (39) as it turns out that (17) represented individuals who serve them (17-22) and the ratio (22) of them (5-10) as well as of their service (23 years) depending on the nature of the work of the Organization the machine specialties accounted for (50) administrative and technical specialization involved (22) or legal specialty (6%).

Description of the search variables, diagnosis first. Respondents answer to leadership styles: table 4 provides the results of the respondents' answers about leadership styles prevailing in the field of the respondent, as follows:

Table 4: Frequency Ratios and Mathematical Circles and Standard Deviation of Leadership Styles

Scale	Accept		Neutral		Not Accept		Mean	Standard Deviation
Variable	ت	%	ت	%	ت	%		
Participated Style								
X ₁	7	38.9	6	33.3	5	27.8	1.88	0.832
X ₂	7	38.9	6	33.3	5	27.8	2.11	0.832
X ₃	13	72.2	2	11.1	3	16.7	2.61	0.697
X ₄	11	61.1	2	11.1	5	27.8	2.33	0.907
X ₅	12	66.7	-	-	6	33.3	2.66	0.485
Total	42.22		17.76		40.02		2.138	0.7506
Persuasive Style								
X ₆	7	38.9	7	38.9	4	22.2	2.16	0.785
X ₇	9	50	4	22.2	5	27.8	2.22	0.878
X ₈	12	66.7	3	16.7	3	16.7	2.5	0.785
X ₉	10	55.6	4	22.2	4	22.2	2.33	0.84
Total	52.8		25		22.2		2.3	0.822
Negotiating Style								
X ₁₀	-	-	6	33.3	12	66.7	2.66	0.485
X ₁₁	9	50	4	22.2	5	27.8	2.27	0.826
X ₁₂	4	22.2	11	61.1	3	16.7	2.44	0.783
X ₁₃	13	72.2	5	27.8	-	-	2.72	0.46
Total	36.1		36.1		27.8		2.522	0.638
News Style								
X ₁₄	13	72.2	5	27.8	-	-	2.72	0.46
X ₁₅	-	-	2	11.1	16	88.9	2.88	0.323
X ₁₆	2	11.1	3	16.7	13	72.2	2.61	0.697
X ₁₇	5	27.8	8	44.4	5	27.8	2	0.766
Total	27.77		25		47.23		2.55	0.629

Notes from the data table (4) if there is no agreement (42.22) compared to (40) of disagreement about the leading pattern variables, and the variable (X₈), which provides (delegate some administrative tasks to subordinates by driving) is his biggest contribution in the individual agreement (72.2) Versus (16.7) of disagreement in the middle of my account (2.61) and standard deviation (0.697), as for the variable (X₅), the proportion of disagreement (33.3) (Commander sought to subordinates by providing their needs) while the percentage of agreement (66.7) and indicates that the arithmetic (2.66) And a standard deviation (0.485). Table data indicates that there is no agreement (52.8) versus (22.2) no agreement on persuasive leadership style variables, and the variable (X₃), which provides (strive for leadership to coordinate the efforts of subordinates) is the owner of the biggest contribution in the individual agreement (66.7) versus (16.7) of disagreement in the middle of my account (2.50) and standard deviation (0.785), as for the variable (X₇), the proportion of disagreement (27.8) (seeking to try to identify the show data table until there is an agreement (36.1) versus (27.8) lack of agreement on the leadership style variables and the variable (X₁₃), which provides (giving opportunities for subordinates to express their opinions) is his biggest contribution in the individual agreement (72.2) versus (27.8 Individual answer neutrals) supports this in my account (2.72) and standard deviation (0.460), as for the variable (X₁₀), the proportion of disagreement (66.7) (leave the freedom to form teams and configured to subordinates themselves and by their assigned tasks). Table data indicates that there are (47.23) versus disagreement (27.77) of an agreement on the leadership style news variables, and the variable (X₁₅), which provides (follow the workflow in accordance with regulations and instructions resolutely away from flexibility) is his biggest contribution in disagreement Individuals that have reached (88.9) versus (11.1) of neutrals supports amid my account (2.88) and standard deviation (0.323), as for the variable (X₁₄), the percentage agreement (72.2)

which provides (as loyal subordinates they measure different privileges. This is indicated by the mean (2.72) and the standard deviation (0.460). Second. The responses of respondents on the variables of functional alienation Table (5) provides the results of respondents' responses to the phenomenon of functional alienation.

Table 5: Recurrence, Arithmetic and Standard Deviations

Scale	Yes		May Be		No		Mean	Standard Deviation
Variables	No.	%	No.	%	No.	%		
X ₁	47	92.2	2	3.9	2	3.9	2.882	0.431
X ₂	42	82.4	8	15.7	1	2	2.803	0.448
X ₃	27	52.9	20	39.2	4	7.8	2.451	0.642
X ₄	20	39.2	27	52.9	4	7.8	2.313	0.616
X ₅	19	37.3	30	58.8	2	3.9	2.333	0.553
X ₆	34	66.7	14	27.5	3	5.9	2.607	0.602
X ₇	32	62.7	17	33.3	2	3.9	2.588	0.571
X ₈	2	3.9	31	60.8	18	35.3	1.686	0.547
X ₉	40	78.4	10	19.6	1	2	2.764	0.472
X ₁₀	33	64.7	14	27.5	4	7.8	2.568	0.64
X ₁₁	5	9.8	24	47.1	22	43.1	1.666	0.653
Total	53.65		31.95		14.4		2.422	0.561

The ratio of (53.65) agreement of the individuals concerned to reduce the phenomenon of expatriate career by the leaders in the field in question, in exchange for (14.40) of the disagreement, supported by the mean (2.422) and the standard deviation (0.561), and the highest agreement on the text of the variable) By (92.2%). With a mean (2.882) and a standard deviation (0.431) while the variable (X8) was a mean (1.686) and a standard deviation (0.547).

Testing the Hypotheses of the Research

This objective aims to identify the validity of the hypothesis of the research or not in the Directorate of the researcher, through the adoption of the researcher on a set of Analytical tools in the SPSS program. Based on the above, this course includes the following:

Test the first main hypothesis (there is no significant correlation and effect relationship between leadership styles and the phenomenon of functional expatriation. This hypothesis include the relationship between variable (job alienation phenomenon) and the independent variable ((and the leadership style (news, persuasive, negotiating the participant)), where four sub hypotheses emerge, each associated with a pattern of patterns and table 6 shows test results Hypothesis first President as follows:

Table 6: Correlation Coefficient between Research Variables

Independent Dependant	Leader Style
job alienation phenomenon	0.739*

Table 7: Test Results of the Relationship between the Phenomenon of Alienation and Leadership Styles

Independent Dependant	Leader Styles			
	Participation	Persuasive	Negotiation	News
Job Alienation Phenomenon	0.668*	0.820*	0.602*	0.591*

- The first hypothesis represent the relationship between alienation and career news, leadership style (there is a statistically significant effect link between leadership style of alienation phenomenon news career). Table (7) to the statistical correlation exists between the phenomenon of significant functional leadership style and alienation, with the correlation coefficient (0.668), a moral value at a level (0.05), as indicated in table (7) results of test (there is a statistically significant effect link between leadership style Persuasive and functional alienation phenomenon), the correlation coefficient (0.820), a moral value at a level (0.05), as indicated in table (5) results of test (there is a statistically significant effect link between leadership style and alienation phenomenon negotiating career), to a statistical correlation Indication with correlation coefficient (0.602), a moral value at a level (0.05), as indicated in table (7) the results of the test (there is a statistically significant effect link between leadership style and alienation phenomenon news career), to having a relationship with a significant statistical correlation coefficient (0.591), It is a moral value at a level (0.05), and this sub hypotheses accepted hypothesis first President.
- Hypothesis testing second President (leadership style contributes to the phenomenon of alienation) for the purpose of leadership styles patterns contribution statement collectively (co, persuasive, negotiating and news) and systematic processing hypothesis must determine the degree of influence of the independent variable with the variable Approver. Unintelligible results table (8).

Table 8: Leadership Styles Influence the Phenomenon of Alienation in that Directorate (Regression)

Independent Dependant	Leader Style		R2	F	
	Bo	B1		Calculated	Tabular
Job Alienation Phenomenon	0.807	0.790(12.079)	0.7014	130.41	3.99

Indicate data table (7) the existence of moral leadership styles influence directly the phenomenon of alienation in the Directorate discussed with the calculated value (F) (130.4) largest indexed value (3.99) when my grade (1.147) and abstract level (0.05) and coefficient interpret variables (R2 selection. 0.7014) and follow through transactions (B) and test (t) calculated (13.079) and is the largest of the indexed value (1.665) that accepts the hypothesis second Chairperson.

- Hypothesis testing the third President (leadership styles impact varies with the phenomenon of alienation) Recalling data table (9) the findings of the four leadership styles reflecting variable (the phenomenon of alienation) in varying proportions, if the arrangement of Importance the persuasive leadership style coefficient (R2) if his presence alone (0.731) then came the participant pattern with second place in importance with the coefficient of determination R2 existed alongside persuasive (0.787) finally came to enter the negotiating style of the template for a third place but Slight change to R2 (0.790) when it include a template for the three styles. And news style does not appear, indicating the lack of career and impact of alienation contribution, based on the results of the analysis to accept the third premise as indicated in table (9).

Table 9: Progressive Regression to Demonstrate Leadership Styles with the Phenomenon of Alienation Career

Steps	1	2	3
constant	0.809	0.4931	0.61
Persuasive style	0.791	0.625	0.452
value T	8.23	4.67	4.36
value P	0	0	0

Participated style		0.396	0.291
value T		4.91	2.75
value P		0	0.009
Negotiation style			0.299
value T			2.86
value P			0.017
R ²	0.731	0.787	0.79
R.sq (adj)	0.63	0.72	0.743

CONCLUSIONS

After it has been addressing the problem of theoretical frameworks and research within the fields, among other conclusions were reached:

- Research shows that leadership style is a persuasive pattern in that Directorate.
- The study confirmed that there is clear ownership of the phenomenon of alienation career by working in the field of the respondent, but not at the level required for all employees at various levels of management.
- Respondents answer confirmed adoption leadership and prominently on the need to abide by laws and regulations, whereas under the present circumstances of the country, sometimes requires flexibility to apply these systems to ensure the workflow is slow.
- The field side divergent results confirmed the influence of leadership styles on the phenomenon of alienation, that his biggest contribution was a persuasive style development of this intelligence, and the absence of news style input.
- The field side also noted the existence of statistical correlation between leadership styles moral phenomenon of alienation.
- The field side on a high moral and persuasive style between the phenomenon of alienation, and this is consistent with the results of the contribution is established in hypothesis testing.

RECOMMENDATIONS

After reaching inter researcher recommends conclusions through this research:

- To provide and create appropriate and sound scientific methods that contribute to reducing the phenomenon of alienation in that Directorate.
- The need to search, sample Directorate attention on ways and means to mitigate the phenomenon of alienation and to encourage creativity.
- The Directorate management continually updates their plans and programs on the development of leadership awareness and focusing on alienation.
- The need to publish and broadcast and increased management attention and intellectual framework and leadership styles and methods, exploration of alienation to job organization discussed in addressing local and global competition effectively and orderly manner.

- The need for further theoretical and applied research to build an integrated application framework for the phenomenon of alienation and processing methods of the phenomenon in all the Organization's activities.
- The need to take advantage of the strengths and the results achieved through the application of leadership styles and the phenomenon of alienation and strengthened it.

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